

Appendix B: Summary of gender pay gap and grade – all University staff

Grade	Population					Contribution Points		Average and Standard Deviation						Median and Inter-Quartile Range					
	Female	Male	% Female	% Male	Total	Female %	Male %	Female Average Stipend	Male Average Stipend	% Diff	Total for Average stipend	St. Dev. Female	St. Dev. Male	Female Median Stipend	Male Median Stipend	% Diff	Total for Median Stipend	Int-Quart Range Female	Int-Quart Range Male
1	300	197	60%	40%	497	19%	16%	£14,166	£14,288	0.9%	£14,214	£844	£722	£14,477	£14,477	0.0%	£14,477	£1,046	£690
2	186	149	56%	44%	335	20%	9%	£16,857	£16,519	-2.0%	£16,707	£1,200	£837	£17,026	£16,547	-2.8%	£17,026	£945	£1,385
3	436	220	66%	34%	656	22%	15%	£19,457	£19,303	-0.8%	£19,405	£1,140	£1,058	£19,645	£19,645	0.0%	£19,645	£1,095	£1,095
4	667	264	72%	28%	931	29%	42%	£22,697	£23,035	1.5%	£22,792	£1,287	£1,581	£22,765	£22,765	0.0%	£22,765	£1,348	£2,051
5	664	460	59%	41%	1,124	23%	34%	£25,920	£26,372	1.7%	£26,105	£1,679	£1,732	£26,391	£26,391	0.0%	£26,391	£1,514	£1,560
6	187	170	52%	48%	357	32%	38%	£29,739	£29,987	0.8%	£29,857	£2,433	£2,641	£29,704	£29,704	0.0%	£29,704	£2,595	£2,595
7	1,024	1,204	46%	54%	2,228	13%	11%	£32,439	£32,262	-0.5%	£32,343	£3,551	£3,508	£32,458	£31,513	-2.9%	£32,458	£5,765	£6,630
8	187	201	48%	52%	388	12%	21%	£40,007	£41,814	4.5%	£40,943	£4,227	£3,654	£39,920	£43,622	9.3%	£42,351	£7,090	£4,865
9	421	719	37%	63%	1,140	14%	17%	£43,956	£44,605	1.5%	£44,366	£3,961	£3,918	£46,278	£46,278	0.0%	£46,278	£6,358	£5,160
10	140	260	35%	65%	400	19%	17%	£52,132	£52,173	0.1%	£52,159	£1,918	£1,730	£52,086	£52,086	0.0%	£52,086	£0	£0
11	60	239	20%	80%	299	*	*	£55,861	£55,649	-0.4%	£55,691	£1,799	£1,512	£55,259	£55,259	0.0%	£55,259	£0	£0
12	77	476	14%	86%	553	*	*	£75,916	£78,633	3.6%	£78,255	£12,183	£14,985	£72,101	£76,491	6.1%	£76,491	£15,168	£20,111
Total	4,349	4,559	49%	51%	8,908	22%	32%	£29,772	£38,703	30.0%	£34,343	£11,941	£18,220	£27,183	£35,469	30.5%	£29,704	£13,368	£19,887